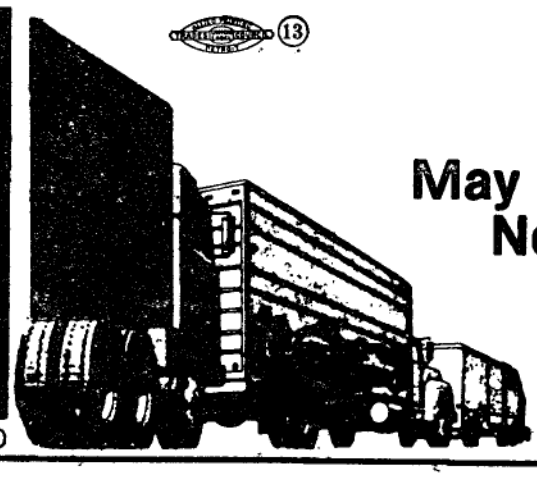
CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975

Teamsters for a Democratic Union Box 10128, Detroit, MI 48210 (313) 842-2600

May 1982
No. 26



'Union Belongs to Us'

Don Landes, a road driver for Smith's Transfer out of Staunton, Va. Local 29, is one of TDU's "ace recruiters". Whenever he goes out on the road, he is talking up TDU and urging fellow Teamsters to join.

If TDU is ever going to grow into a movement powerful enough to change our union, all of us will have to become a little more like Don. That's why we're printing the following interview. So other Teamsters can get ideas and inspiration from Don Landes' recruiting efforts.

Convoy-Dispatch: You've made recruiting a real priority for yourself, haven't you?

Don Landes: *Yes.* Everytime I run into another Teamster, in a motel or in a truckstop or a restaurant, I try to get them to the side and tell them what we've done with TDU in Local 29 and how perhaps they can do the same thing in their local if they could sign some members up and find out what their rights are.

CD: What's the first thing people ask?

Don: Usually it's, "What is TDU going to do for me?" I usually answer them by saying that TDU isn't going to do anything *for* them, I mean they're not going to come in and clean their house for $20 a year, but what TDU will do is give 'em the knowledge they need to clean up their locals.

We had our first TDU meeting in Local 29 last September 12th, and I think the things we've accomplished in our local are remarkable. I didn't dream you could accomplish so much in such a short time simply by learning what your rights are. We learned these rights from TDU.

CD: What methods do you use to recruit new members?

Don: I get 100 *Convoys* a month and I try to place these in strategic locations throughout the system where I know most of the foreign drivers from other terminals will see them. That's the key: getting it to where you think that people who wouldn't otherwise have access to the *Convoy-Dispatch* will get it.

CD: What are some of the problems you run into?

Don: In the South, I find that people are just plain scared. But I tell them: Look this union belongs to us, the membership, not the thugs who have taken control over it. The only way that we're ever going to clean up our union is to get organized and get rid of them. And I usually tell 'em that the best way [illegible] can accomplish this is by joining TDU.

CD: Do you enjoy it?

Don: I sure do. Because I feel like it's our only hope. And without TDU we just don't have any hope.

CD: How many people have you signed up?

Don: I guess I'm probably directly responsible for as many as 50. Because, what I'll do with the people who are a little skeptical when I first talk to them, after we make a couple of accomplishments, then I'll go back and I'll talk to them again. And I'll say now, "Look we're doing this. You see what we've done. Now with your help we can do even more." And I would like you to get this across to all Teamsters.

CD: Do you feel that Teamsters are more or less open to TDU than they were when you became active last summer?

Don: I would say more. I was in Nashville back just before the contract, there was just an article in the newspaper that someone had interviewed Ken Paff about the contract. And it's my belief, that if it hadn't been for TDU, our contract would probably have been a lot worse than it is. Well, someone had read this article they had on the bulletin board in Nashville, and one of them made the statement, he said: "Thank God for TDU." So of course, I just whipped out my applications and started signing people up.

CD: Do you ever get tired of talking about TDU?

Don: No, I never do. Because what we're fighting for is survival.

As UPS Escalates Dirty Tricks...

Opposition to Contract Grows!

As we go to press, the Teamsters Union's second largest contract is up for grabs. The United Parcel Service contract covers 84,000 Teamsters. But the story behind it is important for *all* Teamsters—a story of anti-union tactics, a sellout, and a movement.

The contract itself is a complete sellout. The monetary package includes a 37 month wage freeze, reduction of COLA and diversion of COLA to pension and H&W funds. It also includes a major wage cut for part-timers (who make up 40% of the workforce) to $8 and $9 per hour, with a grandfather clause to exempt current employees. This amounts to a license to axe the current part-timers.

Even worse, there are no improvements in the proposed pact on working conditions, no language against harassment, limits on overtime, or changes in the grievance procedure. All this at a company that increased its profits 294% in just two years!

On May 5 the International Union called the local officers to the Ramada Inn near Chicago to rubber-stamp the proposed pact. But they were in for a big surprise. Instead of a rubber-stamp, the officials told Williams where he could go with his sellout deal, voting it down on a voice vote. (A call for a roll call was ignored). Several officers from major UPS locals were outspoken in opposition.

A Movement

As details of the agreement became known through TDU's Contract Bulletin #3, the movement that TDUers at UPS had been building for months took off. Some 10,000 bulletins were printed and thousands more reprinted by UPSers locally. Meetings held in most locals were large, angry and usually unanimous in their opposition. Especially in such large UPS locals as New York, New Jersey, San Francisco, Detroit, Pittsburgh, Cincinnati, Louisville, Philadelphia, Dallas, Toledo, Spokane and many others. Resolutions were passed in a number of locals against the contract, and to send telegrams to Roy Williams conveying local sentiment.

Since that time TDUers have worked reach every UPS Teamster nationally, to insure the contract will be turned down and a better one negotiated. The ballots will go out at the end of May or early June.

Rank and file meetings have been held, hundreds of UPSers are distributing TDU contract bulletins, 1500 "vote no" buttons were distributed immediately. Locally members have worked to spread the word, hold stewards' meetings, produce their own T-shirts with slogans such as "Harass my ---, Vote No", and prepare effectively for union meetings. And many members are joining TDU to continue the movement beyond the contract.

Supplements Empty

In an attempt to dampen the revolt, Roy Williams and his assistant John Cotter promised at the May 5 meeting to give full backing to negotiating good supplements. But since that time, the

(continued on page 9)

INSIDE

Pensions to Low Cost Mortgages?..... p. 3
Freight News ..... p. 4-5
Employee Funds Build Solidarity ..... p. 6-7
Ohio Tank Sellout Fought ..... p. 8
The Day the Officers Stood Up ..... p. 9
What's Happening With Our Dues? ..... p. 12

LETTERS

Flex Cost Jobs at St. Louis Yellow

Dear TDU,

An update on the flex work week from *Yellow Freight* in *St. Louis* since it was brought in last year. It helped the bottom men greatly, but only temporarily. Yellow said they would hire 25 drivers, and the BA told 10%ers who complained about having to babysit the phone and getting letters for missing one work call they would soon be 90%ers as 20 would be hired.

It has been over a year, but not one driver was hired. The flex did create 15 jobs at the senior men's expense (taking away weekend premium days). Then Yellow figured how to cut yard bids, since we work four 10 hour days in the yard, they actually get the work done in two shifts instead of three.

They also opened four satellite terminals, each time offering to move only one driver or dockhand. Our ship container operation, called Yellow Freight International (a "separate" company) is doing our work. Yellow threatened to move our forwarding operation (loading pigs for the railroad) which is 40 dock and 15 driving jobs, before the flex was voted in last year. So the flex was voted in on the third vote. But now as of June 1982 the forwarding terminal will move to Chicago. Also they want the road men to run our satellite terminals within our 75 mile radius.

Now add it all up. We were pressured to vote for the flex to save jobs, and have lost more than we saved! This was our thanks from Yellow Freight.

Keep up the good work with TDU and with getting out the information.

Greg Narez
Local 600
St. Louis, Mo.

Credit Where Credit is Due

Dear TDU,

Recently, one "stand up" member of Local 490's Executive Board found out first hand what it means to "go against the grain." Fred Jorgensen, a thirty year Teamster and an employee of Consolidated Freightways in Vallejo, was threatened when he came out to his car after work one night.

Tough as he is, Fred ignored the threat from four or five young toughs in a dark car—just another example of how society rewards those Teamster officials who do their job.

Hang in there, Freddy, we're with you.

Fraternally,

Ken Mee
Local 468
Fremont, Cal.

Weekends Home!

Dear TDU,

Do not let them fire me for reporting defects! Fire every Teamster official before he has served five years as an official, not including the jail terms.

We shouldn't do any work between 6 pm Saturday and 6:00 am Monday and all road drivers should be at home at that time every weekend. Save the families. Let the freight set and heat up on Sunday for everyone!

Fraternally,

Fred Turner
Local 26
Charleston, Ill.

Copyright 1982 by Teamsters for a Democratic Union. Contents may be reprinted by labor unions or rank and file organizations for use in the promotion of union democracy. Employers and others may not use these materials without the specific, written permission of Teamsters for a Democratic Union. If material is used, its source, *TDU Convoy Dispatch*, must be cited.

LM-2s Available

The LM-2 financial reports that all labor organizations must file with the U.S. Department of Labor are now available for the year 1981.

The TDU office will soon be providing them to our chapters. Others interested could contact the TDU office (there will be a slight charge for copying for each local or affiliate).

Watch next *Convoy-Dispatch* for our *Special Report* on our union's finances and our officers' salaries.

(Quiz Question: Who is the highest paid labor official in the world? One of many that will be answered in our *Special Report*.)

MOVING?

Notify us of your new address or you will **not** receive your monthly **Convoy Dispatch**. The paper is sent third class bulk mail and will **not** be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on the top of the form—**CHANGE OF ADDRESS.**

CONVOY DISPATCH

I want a bundle subscription to **Convoy Dispatch** each month.

100-$9 ☐ 20-$4 ☐
50-$5 ☐ 10-$3 ☐

Name_____

Address_____

City_____ State_____

Local_____ Zip_____

Mail to the address on the front of **Convoy Dispatch.**

Save the Date: October 30-31

TDU's Seventh Annual Rank & File Convention will be held over the weekend of October 30-31, 1982. The site will be the Book Cadillac Hotel in Detroit (pictured above in a scene from last year's Convention). Over 500 rank and file Teamster attend the annual Conventions, which feature educational workshops, training and speakers that help prepare the members to face the important tasks before us and our union. In times like these, this education is more important than ever. Also, the Convention generates a spirit of solidarity that is unique and unforgettable. Save the date—you don't want to miss this experience. For more information, contact TDU at (313) 842-2600.

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1981 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our Rank & File **Bill of Rights** then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:
Doug Allan, Local 208
Pete Camarata, Local 299
Bilal Chaka, Local 692
Bob Leslie, Local 147

Organizer:
Ken Paff, Local 407

Trustees:
Eileen Janadla, (Local 337)
Konstantine Petros, Local 20
Mike Belzer, Local 705
Keith Gallagher, Local 229
Frank Greco, Local 478
Bob Kinnunen, Local 705
Gary Lazarowski, Local 407
Mel Packer, Local 800
Juana Retamoza, Local 912
John Torbet, Local 468

Alternates:
Jan Sunoo, Local 278
Welford Wigglesworth, Local 771

RANK & FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

NEWS FROM THE
WASHINGTON OFFICE

The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you.

We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612–2000 P St., NW
Washington, D.C. 20036
(202) 785-3707

PRO / CON

Should Our Pensions Go To Low Cost Mortgages?

On April 15, major newspapers reported that Roy Williams had written to the White House suggesting that approximately 230 multi-employer pension plans covering Teamsters be allowed to invest their funds in low interest home mortgage loans. According to the Wall Street Journal, *the mortgages would be in the 10% range. In the Williams plan, about one quarter of the $18 billion in Teamster pension fund assets would go to mortgage loans.*

There are good and bad aspects to this plan. The two columns printed here—one by TDU member Tom McNamara and one by TDU Pension Researcher Andy Nickelhoff—provide different views and information on the impact of this plan on Teamster pensions. Convoy-Dispatch *would like to know what you think. Send your article or letter to TDU, Box 10128, Detroit, MI, 48210.*

PRO

By Tom McNamara
Local 371, Davenport, Iowa

The possibility of low-interest mortgage loans from your pension funds comes as welcome news to all Teamsters, especially those in building trades crafts. The effects of this plan will be to increase working people's ability to purchase a home, as well as putting construction workers back on the job.

Many of us have been members of the pension plan for a number of years, though we may never see a pension check. We may not live long enough or work on our jobs long enough to collect any of our pension. If ERISA is amended, we may be able to use some of our own money now, instead of waiting for the possibility of retirement with payment.

All of us have heard of the now famous loans made by the Central States Pension Fund to non-union companies, OSHA violators, equal opportunity violators, as well as the organized crime stories of Las Vegas and La Costa. Plus the fact that many of these loans carry with them a high percentage of default. Under this new plan we would at least know a portion of this pension fund money would be in our pockets, or in the pockets of qualifying brother Teamsters or other working people, not unknown hands.

The move toward putting pension fund money into low cost mortgages will also have a beneficial effect on the image of the Teamsters and the whole labor movement. It will contradict the propaganda of "right to work" anti-union forces which always claim that labor is just out for its narrow self-interest. It will show that labor has a concern for everybody in society.

This improved image could also boost organizing efforts. And if other pension funds follow the lead of the Teamsters, and use their pension money to finance low cost mortgages, then it might have a really positive impact on our sagging economy, and put people back to work. Right now, high interest rates are one of the main impediments to economic recovery.

CON

By Andy Nickelhoff
TDU Pension Researcher

Why did Roy Williams have to go to the White House and the Congress to get permission to offer low interest mortgage loans from the assets of Teamster pension funds?

The answer lies in the provisions of ERISA—the Employee Retirement Income Security Act of 1974. This act requires that pension funds must make investments *prudently*, that is, ones that get the highest rate of return on assets invested and not ones that would predictably yield a low rate of return.

This rule protects the fund assets and therefore members' pensions. If the funds are not invested to get a sufficient return *now*, then there will be no money to pay the pensions in the *future*. For the pension funds to go ahead with investments in low cost mortages, which do have a somewhat low rate of return, they would have to get an exemption from this rule.

Can our pension funds afford the lower yield on investments which would result from going into mortgages? In October of last year the US General Accounting Office stated that the Central States Pension Fund had unfunded liabilities of $7.6 billion (money owed on present or future benefits in excess of what can now be paid). At that time, George Lehr, executive director of the Central States fund, admitted that the fund faced serious financial problems.

Moreover, the US Department of Labor filed suit against the Central States fund just last August for violating ERISA by making bad Florida real estate loans. This raises the question of whether or not the Teamster funds can afford to invest in anything—such as mortgage loans—which earn less than a maximum return.

There are other unanswered questions about the Williams' mortgage plan. What will the costs be of administering mortgages? In general such costs are high, and money paid out for administration is money that is unavailable for benefits. In addition, what would happen to our pensions if many people default on their Teamster mortgages?

Many pension fund experts interviewed by *Convoy-Dispatch* suggested that the Williams' mortgage plan didn't seem well thought out.

This is too bad, because if it is possible for the funds to give a boost to the housing market, this could help put brother and sister Teamsters back to work. Not to mention that it could make it easier for some young Teamsters to buy their first homes.

A major decision such as this one should be open to full debate by all the affected groups—retirees, plan contributors, union fund trustees and others. In some unions, such as the Machinists and public employees, pension fund trustees are elected by the members at large, and retirees vote, too. This approach is one way to ensure that decisions contrary to the interest of the rank and file are not put into effect.

30 and Out? How New Pension Plan Works

The Central States Pension Fund is set to announce a "30-and-out" benefit, to provide pensions at any age with 30 years service. The United Auto Workers won the "30-and-out" pension in 1970; it's only taken our officials 12 years to catch up.

But have we really caught up? Let's take a look at what the plan will be. Although it has not yet been finalized, *Convoy-Dispatch* has learned what it will be, and local unions also got a preview in pension bulletin 82-3 which they received in April. Here are some elements of it:

1. At the very earliest, no one will be able to collect a "30-and-out" pension till 1985 because you need 30 years of employer contributions to qualify. Since the plan was not started until 1955, no one can possibly have 30 years of contributions prior to 1985.

For the normal pension benefits in the CSPF, you need 20 service years, which can include years worked before your employer started contributing. But not for the "30-and-out" plan.

2. Even if you can eventually qualify for "30-and-out", the benefits will be far less than a normal pension. The "30-and-out" benefit will be figured on the lower *vested* benefit.

For Example: If you retire at 57 in 1985 with 20 years of credited service you would qualify for the "20 year sevice benefit" of $625. But say you retire in 1985 and you are 49, 8 years younger and too young to qualify for the reduced "early retirement" benefits. You would need 30 years of contributions to qualify for "30-and-out" (which means you would have had to work continuously since age 19). Based on the vested benefit you are eligible for, your monthly benefit could be about $535. A substantially smaller benefit for 10 more years of work.

In fact, the only Teamsters who can really benefit from the new "30-and-out" set-up will be those who started working for a contributing employer in their late teens or early twenties and worked continuously all the way through. All others will be better off taking the normal early retirement benefit.

This is not comparable to the UAW's 30-and-out plan, where a retiring 49 year old autoworker this year can qualify for a monthly benefit of over $900. This would be adjusted down at age 62 when social security kicks in, but the actual combined monthly income usually amounts to more after the adjustment.

So we may be getting something little use to the great majority of Teamsters.

Early retirement is a major goal of unions and a very important one. "30-and-out" could not only provide early retirement, but also more jobs for younger Teamsters. But only when there is a decent benefit, and some kind of cost of living protection, will the benefit be meaningful. It looks like once again the promise of the pension plan is a lot better than the reality.

A Rank & File Opinion Column

As I See It...

By Al Law
Rec. Sec., Local 137
Redding, California

I read with interest articles in *Convoy-Dispatch* recently about wage cuts, up to 15% or more. A very well written letter appeared in the March issue, yet in fact the company in question took a 15% wage cut. This seems to be almost a Teamster policy now, to give wage cuts up to 15%.

Our efforts to halt this are not working well enough. Perhaps our next petition and effort should be:

All Teamster officials involved in negotiating these 15% deals should take a 15% wage cut.

I would like to see some *local unions* pass a resolution to this effect. In addition, we would also consider asking our officials to give up two of their three pension plans and get by on one like the truck drivers.

In case you think this kind of program is too "far out", I would suggest you consider that officials in other unions such as the UAW have already done this.

A Special Fund

I'd like to further suggest that the union put this 15% in a special fund. This fund would be used to pay a bonus to those Teamster Organizers who organize a non-union trucking company that signs the NMFA.

Of course this would be a real hardship on the organizers. They are often times not organizing at all, and if they are, it is into various fields where they feel they can get some quick membership and dues. Forget about strengthening the basic Teamster jurisdictions.

So if they should make the extra effort to take an interest in organizing in the trucking industry to strengthen our union they deserve the bonus. And what better place is there to get the money from than those officials who are giving everything away?

Financial Audit

Another matter regarding these give-backs is auditing the companies' financial records. Perhaps a resolution in local unions of this nature could be in order:

IT IS RESOLVED: No consideration shall be given to any employer demand or request for wage and fringe benefit modification unless the requesting employer agrees to a complete audit of the last two [2] years. Further, the result of such audit must show the company would be bankrupt or the operation would be permanently closed, resulting in permanent job loss, and that the granting of such relief would cure both of the above.

How many locals will take this stand?

One positive note on officers being willing to sacrifice along with the members. At the May Joint Council 38 meeting here in California, the Joint Council Executive Board took a $200 a week pay cut, except for the principle officer.

City and Dock Workers Forced to Babysit Phone

In the Central States supplement to the new freight contract, new language was inserted in Article 48:

> "If a laid off employee is put to work in any work week, the employee shall be obligated to the employer for the rest of that work week."

This vague single-sentence addition is one of the most important new clauses in the contract. It is threatening to destroy jobs as well as force thousands of city and dock workers to become slaves to their company, sitting around all day waiting for the phone to ring.

Calls have come into the TDU office from St. Louis, Indianapolis, Grand Rapids and many other midwest cities where companies are having a field day with this.

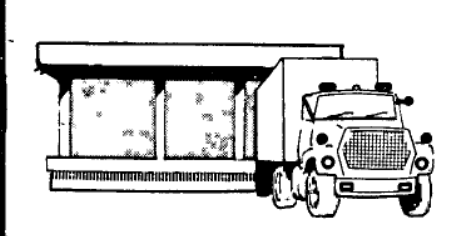
A McLean dockworker said, "I'll never be called back again. With this new clause, they just keep us laid off yet we are obligated to them 24 hours a day."

Roadway in Indianapolis has already *fired* people under this clause, and (naturally, this is Roadway's mentality) their interpretation is that a worker who works Monday must be available 24 hours a day for the next six days or be disciplined for each time he is called and not home!

It is crucial that members, stewards and locals file grievances and follow them up demanding that the JAC issue a livable interpretation of this one-sentence clause. You may want to have your local send a letter to Central Conference head Jack Yager requesting that he take action on this crucial matter.

Supposedly, this contract was to "save" our jobs. So how can our officials now allow an interpretation that will allow companies to lay-off people in droves, then hold them in virtual slavery? Is that saving jobs? Let's work to prevent this from being the worst sentence in the entire contract.

Freight Lines



What Happens to My 25c After 40 Hours? This is a question that many Teamsters have been calling in to the TDU office. The recently ratified Master Freight Agreement diverts 25c of the 72c COLA payment due from the old contract into the pension and health and welfare benefit funds. But it also says that the total diversion shall be $10 a week—or 40 hours x 25c. What happens when you work overtime? Shouldn't the 25c increase be folded back into the hourly rate since they've already taken enough out of your pay to cover the $10 contribution?

As everybody knows from experience by now, that's not how it's working. And guess who gets to keep the money? That's right, the employers. The new language in Article 33 of the contract gives "sole discretion" over the allocation of the cost of living increases to the Joint National Master Committee. And they have decided to give that 25c an hour back to the employers even after the $10 contribution is taken care of. Yet another ripoff in a contract that's filled with them.

Spector Red Ball. The sad news that Spector Red Ball would file for Chapter 11 bankruptcy was announced on April 26. According to the *Wall Street Journal*, Spector's reorganization plan calls for it to terminate its general commodities operation and to shrink to one special commodities division based in Bensenville, Ill., relying mostly on owner operators.

Meanwhile, it was revealed that the officials may have known in advance of Spector's plans to ask each of its employees for a 15% wage "loan"—and did nothing about it. Before the bankruptcy, TDU members employed at Spector filed charges with the National Labor Relations Board claiming that Spector had illegally bypassed the union and bargained with each employee individually in seeking the "loan".

When the board agent investigating the charges asked Spector if this was true, a company spokesman said the union had been informed in advance of the implementation of the loan plan and voiced no opposition. A union spokesman refused to deny this account, according to the NLRB agent.

What this means is that the union failed to bargain in any way to protect the interests of the employees at Spector—to get some guarantee, for instance, that if the company went out of business, the employees would have some opportunity to get back the money loaned to the company. In the end, the net result of the loans was that the men gave away 15% of their wages for two weeks to a company that was going out of business anyway. It also demonstrated once again that employee concessions usually have little impact on the survival of an ailing company.

Michigan Rider Stopped. There is some good news on the freight contract. On May 6, the National Teamster Negotiating Committee rejected the so-called Michigan Rider, which was similar to the Ohio Rider (backed by Jackie Presser) that we reported on last month. The rider would have cut hourly pay for all freight Teamsters in Michigan anywhere from $1.06 to $1.16 depending on classification, and 2.555c per mile for road drivers. It also would have eliminated the employee's birthday as a holiday and cut paid sick days from 5 to 3. *This sellout deal was actually accepted by International Vice Pres. Bobby Holmes* and the Michigan Joint Council, which apparently bought the view of Jackie Presser and the employers that the way to save jobs is to cut wages across the board—even at powerful companies like Roadway and CF which actually use the extra cash to drive smaller companies out of business. Rank and file Teamsters should continue to beware of any similar proposals that threaten to undermine the contract further.

Wouldn't You Like to Know How Your Local Voted on the Contract? Local 371 in Rock Island, Ill. voted 413-210 against the freight contract. Detroit Local 299 voted roughly 8-1 against the carhaul contract; in Flint it was 3-1.

How do we know? Because the International Union keeps a complete local-by-local breakdown of the vote. The Rock Island vote, in fact, came across the Titan computer early in March in the local's offices.

If you want to know how your local voted, ask your local officers. They may or may not know. Most we surveyed did not. You could then request this information from the International. Better yet, have your local request it in behalf of interested members.

Some of us would really like to have this information. Because we feel that where TDU has been actively getting out information, the results are very different from where there is only the "one party" propaganda system for the International. The two examples above demonstrate that. This information could help us to see where we need to reach more. Other unions give local-by-local votes, why not ours? If you think this information is important, then we urge you to find out how your local voted.

The Central Cartage Employees Legal Defense Fund needs your help. It was established after the Michigan Joint State Grievance Panel denied the right of Central's employees to follow their work when the company shifted it from one break bulk terminal to another, a mere 20 miles away. On May 6, the Central employees filed suit to win their jobs, and to prevent decisions like this from happening in the future. Donations or pledges are accepted by the Legal Defense Fund at Box 05029, Detroit, Michigan, 49205.

Settlement Close With California Carriers

The Western Conference of Teamsters was reportedly nearing a settlement with most major California Carriers as *Convoy-Dispatch* went to press.

The carriers were broken down into three rough groups. The first group includes carriers such as Delta and Willig, which have terminals outside of California and have agreed to sign the Master Freight Agreement. Delta has already signed, and the employees have received the 47c raise retroactively to April 1.

The second group, which includes such intrastate carriers as DiSalvo, Sterling and Neilson, is negotiating for a "California Rider." This agreement will either defer or eliminate the 47c COLA payment and contains a number of substantial work rule changes.

These changes include the addition of two new start times in the Joint Council 7 supplement, eliminating the guarantee of 8:00 a.m. starts for local drivers; Joint Councils 38 and 42 will lose their 40 hour guarantees for 80% of the seniority board, at least during five weeks of the year which include major holidays; and Joint Council 38 line drivers will give up 2 extra hours of free layover time.

According to *Convoy-Dispatch* sources, when this pact is concluded, all companies signing to the California Rider will vote together. The contract will be subject to a 50% majority rejection or acceptance.

The third group includes companies such as Cal Motor Express and Crescent, which were holding out for even deeper concessions. A major part of Crescent's business has been hauling parts for General Motors, and because of the auto recession, it is holding out for pay cuts up to $3-4 per hour. *Convoy-Dispatch* will report additional details as they become available.

Meanwhile, the union still lacks a stategy for signing up hundreds of companies which have refused to accept the National Master Freight Agreement. Only increased pressure from the rank and file will force the International to deal with the problem.

705 Does Nothing

Willett Sellout Fought

Local 705 in Chicago continues to make a name for itself as one of the biggest do-nothing locals in our union. *The latest case in point is Willett* [illegible] carrier, where Local 705 has done nothing to help its members preserve their wages and working conditions.

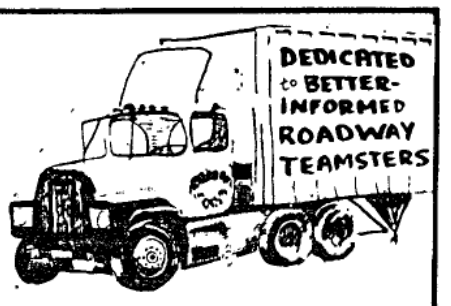
Willett has refused to sign the Chicago frieght agreement, and is holding out for percentage pay, elimination of weekend premium pay, paid holidays and paid vacation. The union claims it has rejected these demands, but on Sunday, May 16, the company held a meeting and told the employees point blank that they would be put on percentage.

A few days before the meeting, several Willett employees asked Local 705 Rec. Sec. Danny Ligurotis whether the union would be present. He told them the meeting was strictly between the company and the employees. And 705 B.A. Sam Canino was heard to say, "If Willett closes tomorrow I don't care because I'll still have a job." With talk like that, it'll be his job when the next elections roll around.

When some Willett workers went to the 705 meeting on May 20, Sec. Treas. Louis Peick promised he would have the company under contract within two weeks. But 705's record with Willett isn't encouraging. The Local pressured the employees to give up their fixed start times several years ago. And the company has been abusing the contract by doing such things as starting a shift at 11:59 pm on a Friday night and paying straight time through Saturday.

The Willett employees are fed up and are getting organized with the help of TDU. They are meeting with a TDU attorney in Chicago to investigate the possibility of filing labor board charges against the company and the union, and will keep the heat on Local 705 to get better representation.

Roadway Newsline



Grievance Limits Supervisors in Productivity "Counseling". The Ohio State Grievance Panel has ruled that only one supervisor may be present for productivity "counseling" if the company prevents the steward from being present. The grievance was filed by Louis Leaser, former chief steward at Roadway Express in Local 20, Toledo, and barring stewards by reading a statement saying that no discipline would be discussed at the meeting. From now on, if two supervisors are present, a worker must have the benefit of representation from a steward. "I don't think you should ever go in there without a steward," said Konstantine Petros, Roadway dockman and chairman of Northwest Ohio TDU. "But at least they did a little to stop this harassment."

Group Grievance in Chicago Wins Limit on Overtime. A group grievance filed by 37 city drivers at Roadway's Chicago Heights terminal forced Roadway Express to end its practice of working the drivers up to 14 hours a day. The problem had been going on for well over a year, and Local 705 refused to act. At the March union meeting, driver Walter Johnson presented the 705 Executive Board with the petition demanding an end to forced overtime under provisions of the Chicago contract, and demanded that action be taken within 10 days. The local had denied there was a problem, but just about the tenth day, Roadway began allowing the employees to sign statements saying that they would not work more than 10 hours. On the night shift alone, reports TDUer Coloman Stefchek, one of the main organizers of the grievance, 14 employees signed. And six additional jobs have been created.

To Elect or not to Elect—Stewards, That Is. Recently, Toledo Local 20 couldn't quite make up its mind whether it wanted to have elected shop stewards at the Roadway breakbulk. But TDU pressure helped them to make up their mind.

The Local held a meeting April 4th to accept nominations for chief steward. At that meeting, TDUer Konstantine Petros made a motion that all shop stewards, who had previously been appointed by the chief steward, be elected. The motion passed unanimously.

After the meeting, BA Rey Navarro stated he would ignore the motion. But then, after a TDU member was elected chief steward, the Local Union Executive Board decided that all stewards should be elected after all. And an election was held.

Roadway has already shown its displeasure with the new stewards who were elected, in various ways. But when they fired the new chief steward, he got strong backing from the members and the Local went to bat for him and he came back with full back pay.

Company News. The **Wall Street Journal** reports that Roadway Express is turning itself into a holding company, partly to make it easier for the company to acquire other trucking companies. The **Journal** report said that Roadway was in the process of acquiring Harkema Express Lines, Ltd., a Canadian trucking company based in Toronto. Becoming a holding company will result in some tax savings and also enable the company to be in a better position for future acquisitions.

In other reports, word is that Roadway will open two twin 300-door terminals 10 miles southwest of Harrisburg, Pa., to replace its current Hatrisburg operation. The current locale of the Harrisburg terminal prevents further expansion there.

Chrome Plated Takeaways

Members Fight Relief At Brake-Meier

By Doug Allan
Local 208, Los Angeles

If you would like to drive a truck with fancy chrome accessories and an expensive paint job, go to work for Brake-Meier, a Los Angeles Cal. trucking company that does mostly contract and warehousing service in the Southern California area. It employs close to 100 Local 986 Teamsters.

Recently the owner of Brake-Meier spent close to $100,000 on chrome and expensive paint jobs on the trucks. He also spent an unknown amount of money refurbishing the offices with plush carpeting and fancy fixtures. In this same period of time, he claims the company lost $300,000.

This writer believes that if you are having financial problems and can't pay the rent, you don't go out and buy a new car.

The contract between Local 986 and Brake-Meier expires on May 30, 1982. The owner decided he certainly wasn't going to pay for his company's losses out of his pay. So how is he going to pay for his foolish spending?

You guessed it—he wants to make the employees pay. He told them that he would have to file for Chapter 11 of the Bankruptcy Act if he didn't get relief on the new contract.

Most California trucking companies have been negotiating for well over a month and still have not come up with a contract, but in the case of Brake-Meier and the BA from Local 986, they met for about four hours on May 10 and on May 15 the Local called a special meeting to vote on the final offer of Brake-Meier.

The BA told the members that the company's final offer was: 1) a $1.50 per hour cut in wages from the current scale of $13.02; 2) elimination of six days sick leave; 3) elimination of three holidays; 4) a decrease of one week's vacation; and 5) contract to take effect immediately, which would be May 17, when in fact the present contract does not expire until May 30.

Also, the BA repeated the company's claim that if they did not accept the contract the company would file for Chapter 11 under the Bankruptcy Act and they would probably be out of a job. With such short negotiations and pressure from the employer and the BA, the members voted 34-30 to accept the contract.

After the meeting, many of the members were convinced of the error they made in voting for a disastrous contract which would take the union back 20 years. Some employees at Brake-Meier are attempting to meet with Joint Council 42 because they feel the company and the union failed to negotiate in good faith.

TDU is investigating the possibility of filing charges for failure to negotiate in good faith and misrepresenting the facts because we were told that Brake-Meier does not qualify for Chapter 11 of the Bankruptcy Act.

Louisville Employee Funds: Build

Sick Fund: 'Best Insurance You'll Ever Get'

Cost: $20 per month

Benefits: Pays $25.00 a day when off sick or injured. Payments begin the third day off. If off for five days or more, then fund pays retroactively to the first day off.

Eligibility to Collect: No limitations on employee for sick pay. Can collect if injured either on or off the job.

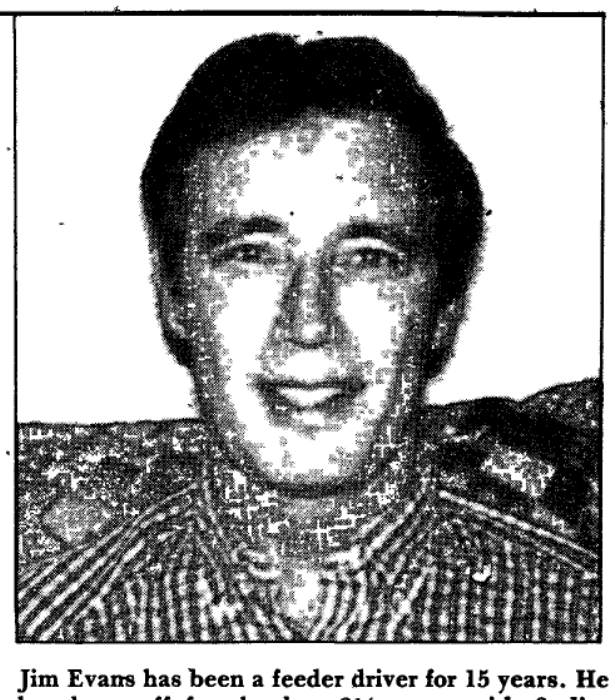
Participation: 56% of employees participate

Other: Comparable coverage from an insurance would cost $50.00 to $60.00 per month.

Vernon Bibb has worked 13 years at UPS. Presently he is receiving counter clerk and alternate steward at Ashbottom Center, Louisville, Kentucky.

"I'd have been up a creek without a paddle if it hadn't been for the fund. When you're off sick it makes things a lot easier on you and your family.

"The funds are there to help you. When you are off, you can call one of three different people and the money is there waiting for you. There are no questions asked, no doctor's certificate needed."



Jim Evans has been a feeder driver for 15 years. He has been off for the last 2½ years with 3 disc operations.

"We would have lost our house and everything we've got if it hadn't been for the Sick Fund. It's the only money I'm getting now as Workmen's Comp has stopped paying.

"I was injured on the job. I was closing the door of the trailer and a 35 pound package was thrown down the chute and hit me in the back of the neck. I've had three disc operations and I'm facing a fourth. I'll probably never work again.

"This is the best insurance you'll ever get. And besides that we are like a family. They're like brothers and sisters, not just co-workers. It's unlike any place else I've worked."

"We have many different things going in Louisville that we created ourselves. Our funds were created by the employees and are run by us. We take care of each other."

Al Hester, 20-year feeder driver
Local 89, Louisville, Ky.

In these difficult times for the labor movement it sometimes seems that just surviving is an accomplishment. But the members of Louisville Local 89 who work for United Parcel Service have refused to settle for mere survival.

Over the last 16 years, rank and filers at the Bluegrass and Ashbottom UPS Centers have built

"When I became steward 16 know what being together was. . . work and sticking together."

solid shop floor organizations which are an inspiration to all Teamsters.

The UPSers in Louisville have organized three unique, employee supported funds. They are the *Employee Fund*, the *Sick Fund*, and the *Firing Fund*, designed to benefit or protect workers in a variety of circumstances. They are a kind of rank and file self insurance, enabling the workers to fight the company more effectively, as well as cushioning the hard times of illness or injury.

But the employees get more from their participation in the funds than just the payments they receive when they've been fired or they're out sick. They have built for themselves a sense of unity and solidarity, and frustrated the company's efforts to foster competition and divisions.

"When I took over being steward 16 years ago, we didn't know what being together was," said chief steward Vince Meredith, when he was asked how so many people got so solidly organized together. "It took us a good three to four years to

Firing Fund: 'You Don't Have to Be Afraid'

Cost: Approximately $32-50 per year

Benefits: $250.00 per week until grievance hearing completed. If party wins back pay, he/she must return any money over the amount of his/her weekly salary to the fund.

Participation: 80%

Other: If a person just off probation wishes to join *Firing Fund*, he/she must pay $36.00 the first month.

Carl Mays has been a package car driver for over 8½ years. Before that he was on the night sort for 2 years.

"I was the first person to receive money from the fund. In fact, it was set up right after I was fired the first time, because drivers were being fired at a rapid pace and weren't being compensated for back pay even though they got their jobs back. I got $250.00 a week.

"When you are a part of this plan, it gives you assurance that if you do the job at UPS and are honest, that you don't have to be afraid. My wife is also in total support of this as we can be assured of putting groceries on the table."

Galesburg Drivers Fund

At the Galesburg, Illinois UPS Center UPSers have a Grievance Fund which pays for individuals to attend their own grievances. It covers both fulltime and part-time employees and is strictly voluntary. Each person puts in $6.00 until the fund is down to a certain level and then it is replenished with another $6.00 from each participant. This fund was established a couple of years ago. It pays a straight day's wage so the person attending the grievance doesn't lose any money.

Steve Fox, Local 710
Package car driver for 9 years

Employees Fund: Improving Re

Cost: $20.00 per year

Benefits:
- Pays stewards $105.00 a day to go to state grievance panel
- Pays for any long distance calls stewards make in the course of grievance handling
- Goes for purchase of notebooks and stamps for employee accountability records
- Pays for sending flowers to deceased relatives of employees

Participation: 99% of employees participate. Best participation in *Employees Fund* because everyone is strongly encouraged to participate. Enforcing the contract is a benefit to everyone.

Vince Me

"I have years. Ev approxim out of t stewards.

"We fe is to ha grievance

MAY 1 | _____ | $
DATE DUE | CHECK NO. | AMOUNT DUE

NAME_____

PLEASE MAIL THIS COUPON WITH PAYMENT

MAKE CHECK PAYABLE TO:

UNITED PARCEL EMPLOYEES FUND

An example of the coupon book used by the workers in Louisville to collect fund payments.

ilding Rank and File Solidarity

get together."

He continued, "It's a matter of hard work and people sticking together. But the things that will do it are doing things together—picnics, sick plans, Christmas parties, and taking care of each other."

A high percentage of workers at both centers participate and take advantage of the benefits provided by the funds. Every new employee has until the completion of the 30 day probation period to decide to join. After that there are only periodic reopenings. The Sick Fund has been reopened only once in 16 years.

The funds are not difficult to administer and, according to the organizers in Louisville, could be

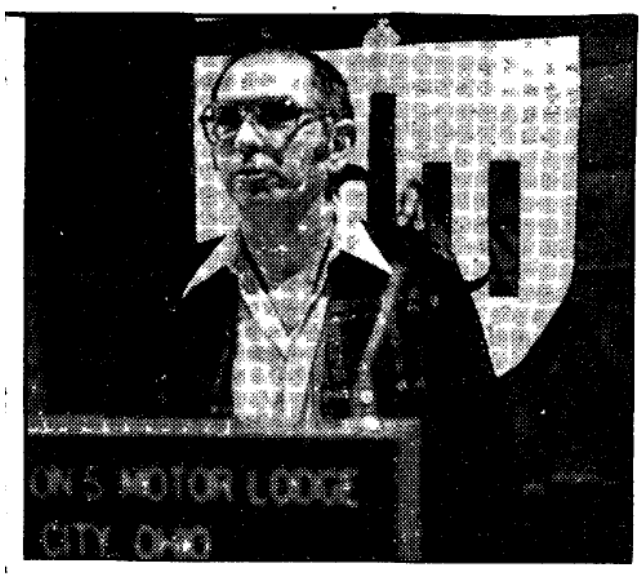
d 16 years ago, we didn't was . . . It's a matter of hard ."

set up in any workplace. Especially now, when more companies are using aggressive tactics of harassment and speed-up, funds such as these can be beneficial in providing some measure of protection.

One of the principal architects of the fund was Vince Meredith. He and others have been willing to share with *Convoy Dispatch* some of their experience in organizing because they are dedicated to improving working conditions for themselves and their fellow workers. If others can learn from the Louisville experiences, that will make Vince and others very proud.

This article also has a short description of a similar fund organized by drivers at the UPS Center in Galesburg, Ill. by members of Local 710. We are interested to know if you have similar funds, or other forms of rank and file organization, where you work. Please let us know, as we are considering putting out a TDU educational pamphlet on this subject.

ng Representation



Vince Meredith

"I have benefitted from the Employees Fund for years. Every time I go to the state panel, which is approximately 10 times a year, I am paid my salary out of the Employees Fund, as are the other stewards.

"We feel the best representation a person can get is to have the steward present to hear the grievance."

Interview with Vince Meredith

How We Organized the Funds

Convoy-Dispatch *interviewed Vince Meredith, chief steward, about the three special employees' funds that have been organized at two UPS Centers in Louisville, Kentucky. The following are excerpts from the interview.*

CD: Whose idea was it to start the *Sick Fund*?

Vince: I started the sick fund 16 years ago because I saw a need to help each other in time of need and by doing so, it naturally bonds us together.

CD: How did you recruit people to participate in the *Sick Fund*?

Vince: We had literature printed up with the rules and cost and distributed one to each employee with a deadline for the fund. Joining the fund was strictly voluntary.

CD: When did the two other funds get started?

Vince: The *Employees Fund* was started in 1968 and the *Firing Fund* was initiated by John Lockard, Ralph Brecke, and Larry Wolf in January of 1981.

CD: Do each of these plans have a board of directors?

Vince: We set up volunteer committees for running the funds, one for the *Sick* and *Employees Funds* and one for the *Firing Fund*. If there is anything to talk over we just get together and talk it over. Normally it runs pretty smoothly. The only problem we had with one of the funds was when we were only collecting $5.00 a week dues for years. We had $14,000 in the bank and within a period of six months we were down and in the hole. At that time we increased the dues to $20.00 per month.

CD: If a person belongs to all three funds, how much would he be paying out per month?

Vince: About $25.00 per month for all three funds.

CD: If someone is behind on the payments, how much leeway do you give the person before they are dropped?

Vince: If they are behind over 30 days, they collect nothing from the plan. We do send them the rules as a reminder when they get in arrears.

CD: How is all this money collected?

Vince: We have payment books made up for the *Employees Sick Plan* and the employee is expected to send in the coupon with the payment each month. The *Termination* or *Firing Fund* money is collected each week by a union employee. The money for the *Employees Fund* is collected in February of each year. It's a $20 one time only collection for that year. We use the seniority list and divide it up so one person has eight people to collect from.

CD: What kind of advice would you give to other people trying to set up something like this?

How to Get Started

Vince: First off, I'd tell them to put it in writing and pass out information and let everybody read it before they have a vote on it or put it into effect. Then have a meeting to answer people's questions so they understand what's going on. Secondly, I would stress that the payments have to get in on time, so the money is there to pay people when they need it.

CD: What do you do with the money?

Vince: We put it in the bank for safe keeping.

CD: How are the funds administered? Who pays out the money?

Vince: To be completely honest, one person could do it. But if one person did do it there would be questions. We have four people. Three people who can sign the checks and two people *have* to sign them. Other than that it is very important to keep good books. Usually every two or three months we put a statement on the bulletin board telling exactly how much money we have put out and taken in for each of the funds.

From left to right, Fund Organizers John Lockard, Ray Wilson, Al Hettinger, and Vince Meredith.

CD: You said that in the beginning that people did not know what being together was—how did that change over time?

Vince: As we started working together people saw how much could be accomplished and this had a snowball effect. The more we worked together, the more we accomplished. The people learned by seeing results which goes back to the old saying, "United we stand, divided we fall."

CD: How do you keep people learning this lesson?

Vince: I think UPS is the best teacher for us in this respect. They are constantly giving out warning letters, suspending and discharging people. Our people know it could be anyone of them at any time and we have to stand together to protect ourselves.

CD: All the funds seem to serve a very useful purpose, but the *Firing Fund* seems particularly important at UPS. Could you go into more detail on this fund and its value?

Fighting Firings

Vince: There are two main reasons for the fund. One is to insure that the person does not suffer financially while he is grieving and secondly, we hope it is a weapon to stop so many firings at UPS. We thought if the company knew that the employee was going to get $250.00 a week they would not be in such a haste to discharge someone. We know that 90% of UPS firings or more are put back to work but usually with no back pay.

CD: Would you say that these funds have helped build a spirit of solidarity?

Vince: Yes, they definitely have.

We also do other things to show our concern for each other. We make up a pocket notebook to serve as a daily log listing miles, stops, deliveries, C.O.D.'s, etc. You can use the notebook to write short notes about weather and road conditions, what was said at the AM meeting, what was said to you on the telephone, or when you were called in the office.

We also provide request forms for our optional holiday and requests for an eight hour work day. These forms are filled out in duplicate—one for the company and one for your records. We also make available a time conversion chart or survival sheet.

One more special thing that we do for stewards. Each year for the Christmas Party, a collection is taken up ahead of time and a money gift is given to each steward. This last year $1600.00 was collected. That makes for a pretty nice gift for the stewards at the Christmas party. This shows the stewards that they are appreciated. All these things foster unity.

Presser's Stage-managed Vote

Ohio Tankhaulers Fighting Wage Cuts

In late April, tankhaulers all over the state of Ohio were pressured to take a big cut in wages, conditions and benefits, in a stage-managed vote conducted by the union and the companies working together.

But now a number of stewards and other drivers are organizing to reverse this set-back, and if necessary will take legal action over the matter.

The actual vote was reported as 460-435 in favor by the Ohio Conference, headed up by Jackie Presser and Bob Cassidy. The tactics used to get this vote, however, were nothing short of union busting.

"Union meetings" were called at the very last minute in late April, with little or no warning of what was to come. The Teamsters were broken down into their barns, rather than meeting together as brothers as they always have in the past.

When they arrived at the meetings, in most cases, the union officials turned the meeting over to the *employers* to conduct a combination PR show and intimidation system. Open threats were made to pull out of Ohio if concessions were not given up.

In some terminals the pressure was too great and the men voted for it. In others, stewards and active members opposed the deal and the men held firm against the management-union combine.

As a result of the giveaways, the wages were cut $1.00 per hour (to $11.54), 2 sick days per year were given up, five holidays per year given up, Sunday double-time premium was given up, the weekly guarantee was reduced, and other givebacks, all for a year-extension in the contract.

Canton and Columbus Refiners drivers quickly contacted TDU and an attorney, and since then drivers from other barns in Cleveland, Toledo, etc., are joining in the effort to reach drivers statewide and win the right to a fair vote.

Profits, Giveaways

The companies crying poor are in fact making big money. The largest carriers involved are Matlack, Refiners (Refiners and Ray Molder are subsidiaries of Leaseway Transportation), and Coastal.

According to Trinc's Red and Blue Books of the Trucking Industry (Dun & Bradstreet publications regarded as the bible of trucking finances), all three are *extremely profitable*.

In addition, the picture over the past five years for each company is one of high profits and good operating ratios.

These don't seem like financial pictures that warrant union giveaways to many members, but apparently they do to the big wigs of the Ohio Conference, Bob Cassidy and Jackie Presser. Both of these men head locals in which the giveaways were pushed as well, using management's anti-union tactics.

Presser and Leaseway Good Friends

To TDU, this comes as no surprise as millionaire businessman Jackie Presser is a long-time friend of Leaseway, Inc, the fourth largest trucking company in America, based near Cleveland, Ohio. Presser was a business partner with Leaseway VP Robert Moss, as co-owners of Pavilion Liquors, a distributor. And Presser has been co-owner (with 202.5 shares) of Cleveland Commercial Truck Trailer Repair Co, an outfit which has done a lot of business with Leaseway Inc.

Presser defended these conflicts of interest when questioned in September, 1978 by stating, "Am I a labor official that doesn't have an opportunity to take care of his four kids?" He sure is taking care of them. He is already a millionaire ("I made it off the union," Presser admits), and has one of them on the payroll already at a fat salary. His niece was convicted of embezzling thousands of dollars from the Ohio Conference as well, so the whole family seems "taken care of", to use Presser's words.

The tanker drivers of Ohio have to now take care of themselves and their families, by banding together and working with TDU to turn this bad situation around. Tanker drivers who are interested should contact the TDU office immediately at 313-842-2600.

1981 Tankhaul Profits

Company	Operating Ratio 1981	Net Profit after taxes, 1981
Refiners (Leaseway)	91.5	$2.63 Million
Matlack	91.1	$7.85 Million
Coastal	94.6	$1.99 Million

Tankhaulers—Time to Organize

Our contracts are expiring this fall. We need to be organized if we are to stop the wave of cutbacks and concessions. TDU is willing to help. If you want to help form a Tankhaul Organizing Network, fill in the coupon below.

name _____ Local _____

address _____ city _____

state _____ zip _____ phone _____

Mail to TDU Tankhaulers, Box 10128, Detroit, MI 48210

Schwerman Drivers Steward Wins Job Back, Concessions Stopped. For some time the drivers at the Greencastle, Indiana terminal of Schwerman Trucking have faced increasing demands from the company for give-backs, and their Local Union 144 has been less than useful. In fact, their local even removed their elected steward, Don Pierce, who has been an effective spokesman for the men and outspoken against givebacks.

In April these Teamsters had two bits of good news to report. First, after pressure from the members and after engaging TDU attorney Ellis Boal on the matter, the Executive Board decided to reinstate Don Pierce as steward. Further, the local took a stand against the latest round of concessions demanded by Schwerman, and backed the men up.

"It was the first time in many years we've got that kind of support from the local," one driver remarked. The cement contract expires on June 30, and the drivers are expecting to continue to receive backing from their local and the right to elect their own steward.

Cuts at O'Boyle Tank Lines. Gene Shiflett, president of Local 811 in Baltimore, Md., continues to do a job on the employees at O'Boyle Tank Lines. Despite O'Boyle's after-tax profits of $774,000 in 1981 (according to Trinc's Red Book of the Trucking Industry, a division of the Dun & Bradstreet Corporation), Shiflett continues to push concessions on the men. In the latest round of cuts, hourly wages were cut by $1.00, to $10.64 and the mileage rate was cut 2.75c. Earlier cuts had been made in the COLA payments and in overtime. It's time for Eastern Conference tankhaulers to get organized so they can stop concessions in their new contract this fall.

Local 705 Pushes for Tanker Concessions. Last month we reported that drivers at Transport Service in Chicago decisively rejected the company's demand for percentage pay, despite the support for concessions from Local 705 officials. On May 1, Local 705 returned for another vote—and this time the officials and the company got their way.

But not without a fight. Some 34 drivers signed a petition demanding that new negotiation be held between Transport and a committee composed of elected representatives of the men. BA Sam Canino refused to recognize the petition. Then Canino was asked if he had examined the company's books. "What books?" he replied. The approved deal calls for a cut in mileage pay to 25c from 29.2c; cut in hourly pay to $11 from $13.20; elimination of premium pay for holidays and Sundays; an additional 1-2 hours of free loading and unloading time.

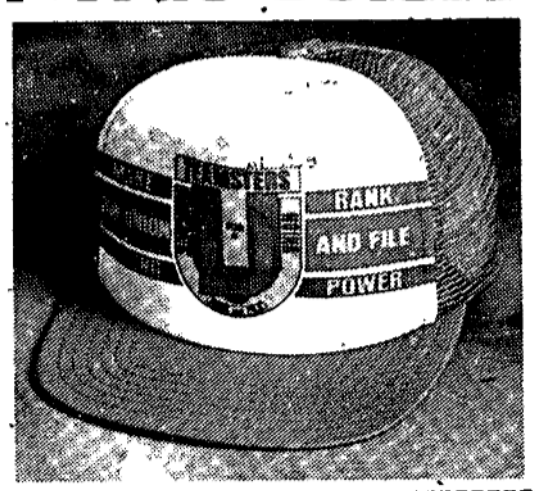
But 705 hasn't heard the last of this deal. Led by TDUer Mike Belzer, the men are currently passing a petition for a re-vote. If the local refuses, then the possibility of a lawsuit or Labor Board charges is being investigated.

In other developments, the six man Chicago tank grievance board denied a grievance filed by Belzer against the use of non-union Transport drivers to do union work in Chicago. The board claimed that as long as the tariff originates outside of Chicago, non-union drivers could be used. The board refused to hear a grievance against a $120 rate on the Chicago-LaCrosse, Wisc. run. It said Belzer had no standing to file because he had refused the run, which takes 18 hours.

Show Your True Colors

The TDU cap is blue and white, with the TDU emblem in red, yellow and blue. Printed on the front is: MAKE OUR UNION STRONG and RANK AND FILE POWER. It is made of tough 'breathable nylon mesh, and adjusts to all sizes.

$6.00 each/$5.00 each on orders of 5 or more



Name _____

Street _____

City _____ State _____ Zip _____

Quantity _____ Amount Enclosed $ _____

The Day the Officers Stood Up

By the Organizer
And Co-Chairs of TDU

How many times have we heard local officers tell us "my hands are tied" when a problem comes up, to pass the buck.

On Wednesday, May 5, 1982, a couple hundred local Teamster officers proved that those excuses are just that—excuses. They stood up for the members, the way they were elected to.

And they did it to Teamster Pres. Roy Williams, and to United Parcel Service, the largest Teamster employer there is.

On behalf of TDU, we salute those officers who took the floor at the Ramada Inn in Chicago on May 5 and told Roy Williams just exactly what they thought of the contract he and his assistant John Cotter had "negotiated" with UPS. They spoke out, and they voted it down on a voice vote. When Williams ignored that vote, they demanded a roll call, but he ignored that, too.

And then at least some of those officials—not most, but some—took an even more important step. *They went home to their members and they told them the truth.* That the proposed UPS contract is a disgrace to the union and it should be voted down, and Williams should be sent back to the bargaining table.

A few officers went even further in standing up for the members. Such as Local 804 in New York, the largest UPS local in the country, and Local 177 in New Jersey, and several others. They took specific actions, like sending out a letter to each member to urge opposition to the contract, like working to counter management's big intimidation campaign.

They were not the majority of local officers but they showed what a union officer is supposed to do. And they showed that the excuses like "my hands are tied" are a lot of bunk.

As we go to press, we don't know if the proposed UPS contract—a sellout if ever there was one—will be voted down or not. It takes 2/3 to vote no.

We only wish that more of those same local officers who spoke out in Chicago had been willing to speak out a year ago—on June 3, 1981. That's when TDU delegates put a motion before the Teamster Convention in Las Vegas for majority rule on all contracts. If they had bucked Williams that day, what a different position UPS workers would be in today.

For the future, it is our hope that this will not be a flash-in-the-pan but the beginning of some new cooperation between active rank and file members and concerned local officers. For example, to change our grievance panels, which are a farce in which we are always 'guilty until proven innocent.' Those same local officers can also stand up together, and with the rank and file, to demand changes on that. And to tell the truth to the members about what happened at those panels.

It is no secret, brothers and sisters, that our union is in trouble. The whole labor movement is in trouble. We in TDU are determined to do something about it. And we welcome the actions by several officers as a step in the right direction.

Lesson for the Rank & File

There is a lesson in this story for the rank and file, too. Because it's not just officials who say 'nothing can be done,' or 'our hands are tied.' We hear it from our brother and sister members, too.

Well this contract—win or lose—has proved that an active rank and file movement can make a difference. The fight on this contract did not start on May 5. It started last November 1 in Detroit, at the first meeting of the TDU UPS Contract Committee at the Rank & File Convention. And all through the winter, when it appeared 'nothing could be done,' active TDU members were preparing information, making phone calls, holding meetings, and so on. They were planting the seeds for a grassroots movement.

The growth of that movement was the setting for what happened in Chicago on May 5, when the officers stood up with the members. How far and how fast we go from here depends on one thing—how many members will join in that rank and file Teamster movement, TDU.

A Rank & File Editorial

UPS Contract

(continued from page 1)

truth has again come out. A review of major supplements shows that they contain almost no important changes, and no major improvements in conditions at all. A few local supplements in the locals that have taken stronger stands, such as New York Local 804 and New Jersey Local 177 have some improvements for the members, but with the union's bargaining power lost after the master was signed, they are not the major changes expected.

Roy Williams wasn't the only one surprised by the rank and file revolt around the contract. Management has unleashed a major offensive to get it passed, openly trying to control the vote with a combination of tactics some of them illegal. Some examples of this anti-union campaign:

- In some areas supervisors have been instructed—members have seen the written instructions—to ask each union member how they feel about the contract. The instructions include keeping a checklist on each member's opinions, encouraging the weak ones to be sure to vote and working to neutralize the no votes. Tips to supervisors include things like if a member asks questions about the contract, only answer some of them, so you will have an excuse to get back to him for more propaganda later.
- The company's 'A.M.Meetings' (captive audience meetings) have seen supervision bring in 'kits' with a script and charts telling about UPS' 'non-union competition' such as Federal Express (an air freight company that doesn't significantly compete with UPS). Additional meetings such as stewards' breakfasts have been held in other areas, and the company has actually been crying poverty!
- In some areas, the company has claimed it will replace employees if a strike occurs!
- Unfair labor practices (violations of the National Labor Relations Act) have been reported from several major hubs. Examples: In Oakland one steward was told that the members could not get together on their breaks to talk about the contract. In Philadelphia inside workers were told they could not wear TDU's "vote no" buttons on the job. Both of these are clearly illegal and NLRB charges have been filed and will be won on these and other matters.
- In some cases, when all else fails, supervision uses smear campaigns against outspoken stewards, TDUers or other members.

It remains to be seen if this anti-union campaign, similar to ones used by such notorious employers as J.P. Stevens will succeed.

A Victory for One...

It's a movement of the rank and file matched against company power. The vote will tell the tale in late June. With a 2/3 vote need for rejection, UPS goes into the match with an advantage handed to them by the union Constitution. But with the truth on the side of unionism, and with a growing movement of UPSers, it just may be overcome. Most large locals are reporting to the TDU office that they expect their vote will run strongly against the proposed contract, and already New York Local 804 and New Jersey Local 177 have pledged to send monitors to the vote count to insure a fair count. UPSers are working to have more locals do the same.

There is an old union motto—"An injury to one is an injury to all, and a victory to one is a victory for all." A victory over the largest Teamster employer's anti-union tactics would be a shot in the arm for every Teamster in North America.

So when you see a UPS driver, tell them you support their fight for a decent contract. It just might help turn things around for all of us.

Sección en Español

La Lucha para la Justicia Continúa

Por siete meses TDU de Watsonville, California ha luchado para ganar el regreso al trabajo de Juan Parra, quien estaba despediedo por golpear a un mayordomo con uno escobo. El mayordomo era recista empujaba a los trabajadores varias veces, empujó provocó a Parra. TDU tuvó exito para hacer que los cargos de felonia fueran retirados por haber sido testigos asustados por INS (La Migra).

La proxima etapa fue que los oficiales de la union ganaron el procedimiento de agravios, pero no lo hicieran. Los jueces de la agravio eran dos de la compania y dos de la union. Richard Kin, secretario-tesorero de la local 912, nombro dos BAs de Modesto, California del local 748 para ser los jueces de la union.

Al empesar la audiencia para tenia su abogado de TDU, Dan Siegel: Sergio Lopez, BA, que representó a Parra no tenia objeciones, pero la compañia si objetó la presencia del abogado en la audiencia. En la votaticon uno de los jueces de la union votó que Parra no podia tener su abogado en la audiencia y al fino uno de los jueces votó otra vez encontra de Parra, entonces Juan Parra estaba despedido. Asi el perdió la oportunida a tener un arbitro imparcial para escuchar su caso (proxima estapa de procedimiento del agravio).

Pero el cuento no se acaba, Watsonville TDU va a seguir luchando para conseguir justicia para Juan Parra. Echaron cargos con Federal Equal Employment Opportunity Commission y la California Department of Fair Employment disiendo que los Teamsters de Local 912 y los compañia estaban descriminando encontra de Juan Parra. Tambien se prometieran a correr a fuera de la local 912 a los corrompidos y poner a gente honesto con deseo verdadero de ayudar a los trabajadores tambien.

Fight for Justice Continues

For 7 months Watsonville, Cal. TDU has been campaigning to get Juan Parra's job back at Watsonville Canning. Juan was fired for hitting a foreman with a broom. The foreman was known as a racist, and had pushed and provoked Juan. TDU got felony charges dismissed due to intimidation of witnesses by the Immigration and Naturalization Service.

The next step was getting his job back through the grievance procedure. The union failed. The grievance panel has two company members and two union members. Local 912 Sec. Treas. Richard King named two Modesto Local 748 BAs to sit on the panel.

TDU Lawyer Dan Siegel was with Juan when the hearing started. BA Sergio Lopez, who was representing Juan didn't object but the Company did. A vote was taken and one union panel ist voted to make Dan leave. In the end one panelist voted against Juan, upholding the firing. Thus he lost his chance to go to arbitration, the next step.

The story isn't over. TDU will file suit with Federal and State Fair Employment agencies, charging both the company and union with discrimination. They are also fighting to get rid of the sellouts who head the local, and to replace them with people who support the interests of the rank and file.

rank & file BULLETIN BOARD

Where Have All the Loyal Cleveland Teamsters Gone?

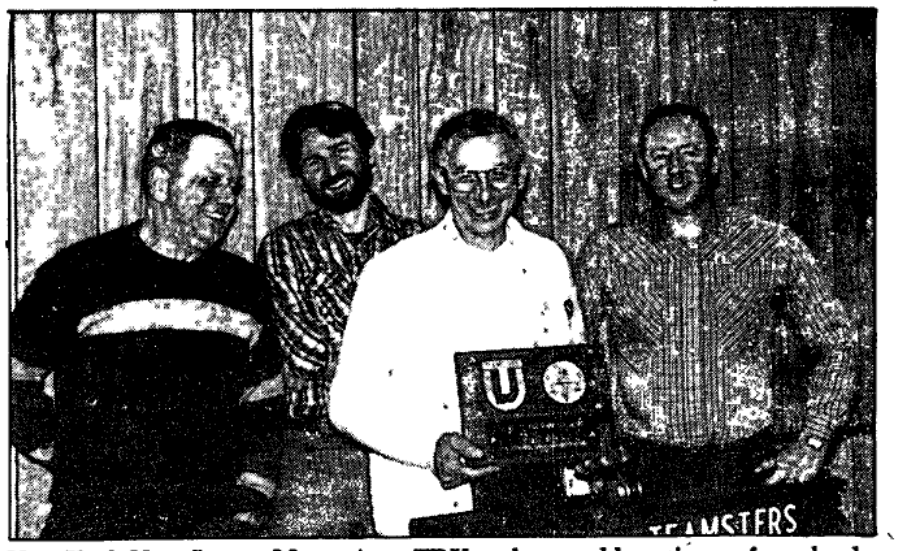
The Cleveland TDU newspaper, *Speakout,* reported recently that former officers of Local 407, defeated in last fall's elections, are "showing their true colors".

The incumbents were defeated by an opposition slate, headed by Sam Theodus, which ran separately from but with support of a TDU slate. The losers were supported by Int'l Vice Pres. Jackie Presser, who is also Sec.-Treas. of Local 507.

After the election, ex-407 Pres. Jim Kinney and ex-407 BA Jim Horta transferred their memberships to Local 507. This move came after they tried to "organize" workers at Convoy into 507 with a sweetheart deal.

Speakout continues: "Three other ex-407 BAs, Tony Checovich, Tom Sterrett, and George Behrend, who all ran on the Kinney slate, seem to have given up all pretense of being union men. They are reportedly opening a labor consulting (union busting?) firm with offices at Dedicated Freight. Although they are no longer union officials, they have reportedly been seen hanging around the Columbus grievance meetings talking to company representatives.

"Are these the same 'loyal Teamsters' who wanted to lead the local, represent the members, protect jobs and defend the contract? You be the judge."



New York-New Jersey Metro Area TDUers honored longtime reform leader Frank Greco recently at a meeting held in Trexlertown, Pa. From left to right, they are Reg Miller, Local 701; Louie Nikolaidis, Local 177; Frank Greco, Local 478; Ed Sorenson, Local 807. Greco, a former co-chair of both PROD and TDU, is currently a member of the TDU International Steering Committee and a dedicated reform activist. The chapter presented Greco with a plaque, featuring the TDU and PROD emblems, in appreciation of his contribution to the movement.

New Hires?

The Northeastern Pa. TDU chapter newsletter, *Teamwork*, recently printed the following item:

On March 14 and 15 Roadway Express ran this ad (see right) in the *Pocono Record*. As you can see it did not take the Big R long to take advantage of the new hires clause (Article 63) of the new contract (Eight Cities Supplement).

Many senior employees are fearful that Roadway might try to discharge them in favor of the cheaper new hires.

One disgusted dockworker stated, "They aren't new hires, they are our replacements."

DOCK WORKERS
ROADWAY EXPRESS, INC.

Need Dock Workers for around-the-clock, 7-days-a-week operation. We are looking for hard working, responsible people. Rate of pay effective 4/1/82 over $9.00 per hour. Applications taken ONLY 10 a.m. to 2 p.m., Mon.-Fri. Located Tannersville, Pa., Exit 45 off I-80 on Route 715 South.

Affirmative Action/Equal Opportunity Employer M/F
Qualified minority and/or female applicants are encouraged to apply.

$1.7 Million for Hoffa's Heirs

A federal appeals court overturned an Internal Revenue Service decision, ruling that Jimmy Hoffa's estate is entitled to the full $1.7 million pension that the union promised him in 1971.

The IRS had said Hoffa's estate should get a mere $1.1 million. The court ordered the bank holding the pension in escrow to turn the money over to Hoffa's estate, administered by his son, Jimmy Hoffa, Jr.

The article concerning Hoffa's pension, which appeared in the *Detroit Free Press,* was brought to our attention by Joe Urman, a longtime activist in Detroit Local 337. Urman and 250 of his fellow Teamsters who worked at the Detroit Kroger Bakery lost their pensions when a loophole was found depriving them of any pension at all. Some had worked at Kroger for as much as 43 years and were as little as 7 months short of eligibility. Their lawsuit is still in the courts.

Joe Urman, Detroit Local 337

NLRB Pays 20% Interest

A sign of the times: the National Labor Relations Board is now paying 20% interest on back pay settlements, and increase over the old rate of 12%.

The new rate went into effect January 1. According to a spokesperson for the Labor Board in Detroit, these interest rates are determined by the rate set by the Internal Revenue Service for back pay settlements.

Local 315 Training Programs

Local 315, Contra Costa County, Cal., has been conducting some innovative educational workshops and training programs which other locals should consider adopting.

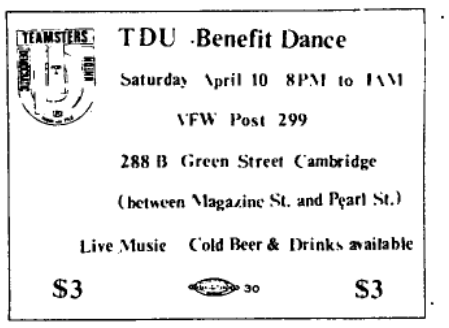
One was a stewards training program. Topics covered included labor history, plant closings and runaway shops, basics of grievance handling, collective bargaining and safety and health on the job.

The local also co-sponsored an all-day workshop last February in "Fighting Closures: How Labor Can Respond," open to all union members from Contra Costa County and the San Francisco Bay Area. The workshop covered your rights if your company is threatening to shut down, organizing to stop shutdowns, and other topics.

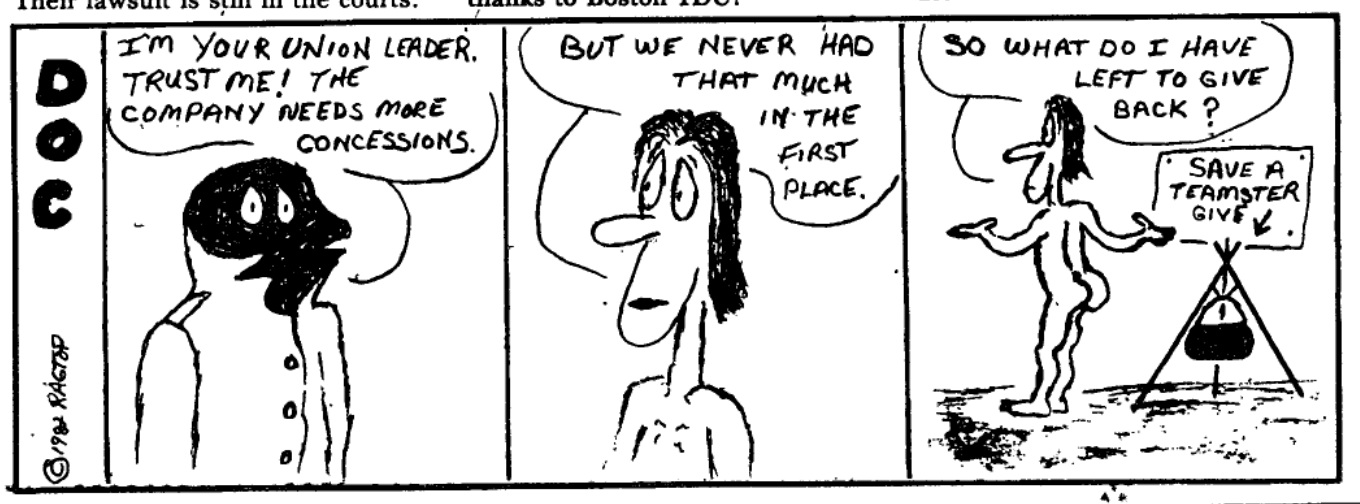
Such educational programs are important in helping to educate rank and file members about how to rebuild the labor movement. It's good to see that at least some Teamster locals are supporting and sponsoring such activities.

Boston TDU Raises $350

Boston Area TDU recently held a benefit dance, raised about $850, and sent all the proceeds to the national TDU office. The main TDU organizers were Dave Robbins, Arthur Doty and Solangel Rodriguez. The dance was co-sponsored by *Labor Notes'* "Labor in the '80s" Conference. (*Labor Notes* is a publication devoted to developing rank and file activism in the labor movement.) Congratulations and thanks to Boston TDU!



Ticket for Boston TDU Fund Raiser


DOC
IM YOUR UNION LEADER. TRUST ME! THE COMPANY NEEDS MORE CONCESSIONS.
BUT WE NEVER HAD THAT MUCH IN THE FIRST PLACE.
SO WHAT DO I HAVE LEFT TO GIVE BACK ?
SAVE A TEAMSTER GIVE
©1982 RACTOP

Carhaulers

Contract Passes, Profits Healthy

As probably every carhauler knows by now, we have a new contract to live with until June 1, 1985. They say we voted for it 4,844 to 4,125, that a bare majority of 719 approved a wage freeze, a diversion of our COLA to the benefit funds, and for giving the companies the right to ship up to 20% of our loads each day on outside trucks no matter how many are laid off.

We all have our suspicions about the vote. Ballots went to some people who hadn't hauled a car in years. Others got no ballot at all. And the companies used a very hard sell, aided by the International and some sellout local officials.

We have doubt that the majority of working carhaulers opposed this contract. But now we have to reorganize ourselves for new battles already underway. Local rider negotiations are going on across the country and preliminary indications are that the companies want even more relief! Shuttle rates are to be cut, excess loading pay trimmed, and full-rate backhauls cut to half-rate. Everyone of these rotten deals must be fought.

The simple fact is that the companies have already been given more than enough concessions. We were screwed on the national master contract because the International was determined to impose the freight pattern on carhaul no matter what. But we don't intend to give any more!

The twenty companies listed below account for well over 90% of all revenues in the automobile transporting industry. In fact, the Ryder System companies together with Anchor Motor Freight are almost half the industry themselves. The figures given are for the full year 1981 just published by Dun and Bradstreet in *Trinc's Red Book of the Trucking Industry*. (The smallest companies have been omitted here due to lack of space.)

As you can see, the companies are profitable almost without exception. In the worst recession since WWII, when almost half of us were laid off, our employers made handsome profits. There was no reason to give them concessions, and there is even less reason to give more at the arbitration committees now.

1981 Carhaul Company Profits

Company	Operating Revenues [thousands]	Operating Ratio*	Net Income After Tax [thousands]
Ryder System (total)	360,919	96.1	8,972
Complete Auto Transit	115,702	98.8	1,201
Commercial Carriers, Inc.	94,799	95.6	3,302
M & G Convoy	62,228	92.9	2,121
F.J. Boutell Driveaway	50,938	95.4	1,213
Janesville Auto Transit	36,852	95.2	1,135
Anchor Motor Freight	183,974	95.6	5,442
United Transports	71,466	99.8	1,241D
Nu-Car Carriers	70,216	95.4	742
Ralph Wilson Group (total)	62,016	100.2	696D
C & J Commercial Driveaway	43,986	97.9	120
Automobile Carriers, Inc.	9,478	104.1	316D
Motorcar Transport Co.	8,552	108.1	500D
Motor Convoy	58,684	98.0	453
Dallas & Mavis	52,360	96.4	1,180
D & L Transport Co.	45,989	98.6	660
Cassens Transport Co.	32,942	97.5	836
Auto Convoy	32,686	98.5	314
Convoy Company	29,517	101.5	444D
Jack Cooper Transport	22,755	98.8	964
Associated Transports, Inc.	21,873	86.5	1,557
Hadley Auto Transport	20,920	95.1	456

* The operating ratio is the ratio of operating expenses to operating revenue. For example, M & G's operating ratio of 92.9 means the company paid out 92.9c for each dollar of revenue leaving 7.1c in net operating income.

D = deficit

Past Practices Used Against Us

Dear Fellow Carhaulers,

Why is it that "past practice" (Art. 6, Sec. 1) is almost always used when it favors the company to do so? When past practice is to the benefit of the employees it is ignored or the subject is quickly changed at *Complete Auto Transit* in Cincinnati.

Past practices that have been in force for 25 to 28 years are being ignored, but work conditions and practices that Mr. Ron Borges (Labor Relations Director) says "do or else" have become past practice after only a year or two. Simply because the union failed to act on them.

Example: Over a year ago union members agreed to *unload* rail cars on a per unit basis. At first there was much contention, but it worked out pretty well with the crew dividing the proceeds equally. There is still a little bickering as the younger, more agile people feel they are carrying the older employees. It's a hard dirty job in summer, but doubly so in winter, especially for the one unhooking the chains on these units as he must lay on his back on the snow, wet or cold steel to do this.

Now, without any agreement as to per unit basis, the company is now *loading* units out of C.A.T.'s yard, and expects the pay to be the same per unit as for unloading. Anyone with half a brain knows that finding rail cars in the yard, breaking frozen chains loose, sweeping snow to find chains, and the extra work to find holes in units will take extra time and should pay extra. This has been going on for about three months. Mr. Borges just says do it.

A grievance has been filed as these workers feel they are taking work away from the hourly yard employees. I fail to see why the union has taken so long to move on this. The company quite often uses this crew to do hourly work and this way does not have to call back those laid off or pay overtime for hourly workers.

At union and company negotiations Mr. Borges seems to be running both sides of the table. (If Gairald Kiser, our Local 100 President, ever finds out Mr. Borges' pet name for him, used in the presence of the Steward and Committee, but never in Kiser's presence, I predict a fat lip for Mr. Borges.)

I hope these conditions do not become past practice as the union is biting the hand that feeds it.

James E. Masterson
25 year employee of C.A.T.
now retired

Steelhaul Situation: Confusion Continues

By Mel Packer
Local 800 Pittsburgh

Chaos and confusion continue to be the operative words in any description of steelhauling. So far most companies that refused to sign the 23% NMFA Steelhaul Rider remain unsigned.

Negotiations, according to the little information parceled out by union officials, remain stalemated with most companies simply holding fast to whatever additional relief proposals they originally made.

McNicholas Transportation, a major Midwest and East Coast steelhauling company, is one of the best examples of this holdout strategy. It is now more than three months since the 300 plus McNicholas company drivers received ballots and voted on the NMFA. Yet the company never agreed to that contract and refuses to honor it.

Since that time, in a whole series of company held meetings and company sponsored ballots to drivers's homes, a contract that will cost the drivers an additional $1-2,000 a year has been proposed. At the same time, McNicholas began hiring owner operators and signing them to independent contractor non-union leases.

Now, as of the end of May, McNicholas is claiming to its drivers that the union has agreed to all company proposals except the demand that McNicholas be allowed to pay into an IRA instead of the Teamster Pension Fund. The company has alerted all of its drivers by mail and in private meetings that the union may strike McNicholas over this issue and management is now trying to persuade drivers to cross the picket lines should such a strike be called.

The union, so far, has told the drivers absolutely nothing about negotiations in three months. Drivers have received no letters from the union to counter the company propaganda and none of the business agents have filed charges with the NLRB. Rich Shaginaw, Pittsburgh driver and TDU member, filed charges against the company on his own in mid-May but the locals involved have done nothing to protect their interests.

Further, no union officials, to the best of our knowledge, have made any attempt to bring the owner-operators into the union even though some of them have now worked for three months straight.

It is clear that the union has at every level abandoned these drivers to make whatever side deals they can to survive. And when it is finally over, you can bet those same Teamster officers who refused to represent the drivers will be publicly calling them scabs and sellouts for going along with less than the NMFA.

This situation, as far as we can tell, is more the rule than the exception in steelhaul negotiations today. There are dozens of companies still without contracts and thousands of drivers who feel, rightly so, that they are on their own and working together without even a pretense of adequate union representation.

On top of all that, the situation for owner-operators, both union and non-union, is rapidly worsening due to the roll-in of the fuel surcharge allowance.

In the Gary, Ind., Kalamazoo and Detroit, Mich. areas, owner-operators have been trying for weeks to build a now-isolated strike into a broad enough effort to force a response from the federal government. Strike action so far has been successful for 24-hour periods in Middletown, Ohio, in addition to the areas mentioned earlier.

But efforts to keep those areas down for any significant time span have failed as other drivers without loads have quickly moved to fill the gap.

Overall, the plight of steelhaulers can only be described as dismal. While it would be wrong to say there is no hope for improvement, it must be clear to everyone that improvement can only come through steelhaulers deciding that "we're mad as hell and we're not going to take it anymore" and then acting on it.

Until that happens, we will continue to eat the crap being fed to us by that trio of conspirators made up of the companies, corrupt union officials, and the federal government.

What's Happening With Our Dues?

The dues structure of the Teamsters Union is governed by Article X of the IBT Constitution, and by a set of Guidelines/Interpretations of it issued by the General Secretary Treasurer.

Because hundreds of thousands of Teamsters had dues hikes taken out of their checks in the month of May, members have been asking us in increasing numbers to explain the dues structure, and how and why dues can be increased.

Here are some basic facts regarding the dues structure:

1. What is the history of the dues structure? Prior to 1976, dues were set by local unions, with all increases coming through a secret ballot vote of the members, as required by federal law for local dues increases. Then at the 1976 IBT Convention, a national dues structure was initiated where dues would increase each October by $1 or $2 up to two hours pay. At the 1981 IBT Convention in Las Vegas, Article X was amended, resulting in the current rules.

2. When do dues get raised, and by how much? Whenever a raise (or COLA) comes in a collective bargaining contract, dues are raised. Dues cannot be more than two hours pay. This raise goes into effect the first day of the second calendar month following the month in which the hourly rate increase was implemented. Therefore an increase negotiated and put into effect in April will result in an increase in the members' dues effective the month of June. A limitation: the Constitution provides that the dues may not be increased by more than $2.00 in any calendar year.

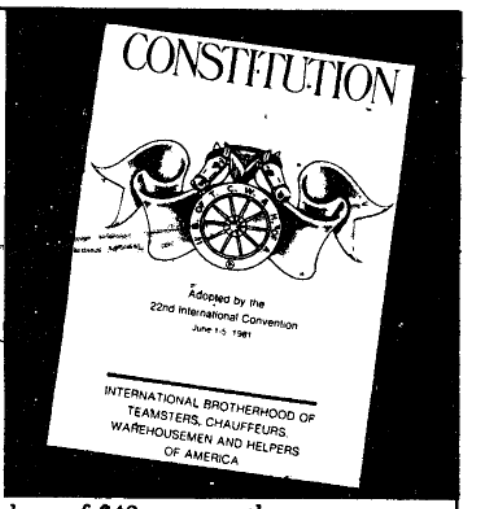
3. What if there is no raise or if wages are cut? If there is no raise, but the rate of dues is less than two times the hourly rate, the members' dues will be raised in order to reach a rate of two times the hourly rate. This would be effective the first day of the second month following the anniversary date of the contract. The $2.00 limitation is in effect.

A wage cut shall lead to a reduction in the members dues, effective the second calendar month, taking into account the above rules.

4. Are dues rounded off to the nearest dollar? Yes, for example if your hourly wage rate is $8.77, the dues would be 8.77 x 2 = 17.54, which rounds off to the nearest dollar at $18.00 dues. This would be the maximum that dues could be raised to. But for example, if your dues were previously $14.00, they would be raised to $16.00 (maximum of $2.00 increase per calendar year).

5. What about members paid by the mile, or on commission? For those drivers paid mileage, the equivalent hourly wage rate stated in the contract for work performed shall be used. It is also possible that for mileage drivers and for members paid by commission, the dues rate will be calculated on the basis of annual earnings. And in cases where annual calculations are made, they may possibly be made on a calendar year basis instead of contract anniversary year. In these cases the annual earnings figure shall be divided by 2,080 hours to arrive at the equivalent hourly earnings rate.

6. What about union officers and agents? They are to divide their annual salary by 2,080 to get an hourly rate. Example: If Roy Williams' salaries total $250,000 (see next issue for exact figures), his monthly dues should be 2 x ($250,000 /2,080) = $240 per month. If local officers and agents have an annual salary of $50,000, they should pay



dues of $48 per month.

7. Can local union adopt different dues schedules? A local union may adopt (by secret ballot vote as provided by law) a higher dues schedule.

Sources of information: Teamster Constitution, Article X. Also, November 25, 1981, letter to affiliates and Guidelines/Interpretations of the General Secretary Treasurer, and the federal LMRDA. Please be aware that there are technical details regarding this subject, and a column of this length provides only the general picture. The General Secretary Treasurer's office has advised locals to seek advice from that office as regards particular situations that may arise.

Subler Drivers Organize

To Be (Had) or Not to Be (Had)

Should union truck drivers—who have to be away from home for days and even weeks at a time—work for as little as 11c a mile and $4.50 an hour? Local 79 officers Manual and Dennis Fernandez think so, but a lot of Carl Subler Trucking's 600 Teamster drivers don't agree and are organizing.

Drivers are working right now to form a national network of Subler drivers, and joining TDU. The effort began in Atlanta, which is Subler's largest board, and has the support of the Atlanta stewards and other drivers.

"We want to reach every Subler driver," one of the organizers, Clint Bundy, told *Convoy-Dispatch*. They issued a bulletin entitled "To be (had) or not to be (had)".

As we go to press, these drivers are voting on a giveaway contract that has topped any yet in the trucking industry. They are to take a mileage rate of 21.8c per loaded mile and 11c per mile deadhead. They are to take an hourly cut to $8.50 per hour, and $4.50 per hour for breakdown time (after giving a free hour!) and layover pay. There are other cuts as well, and these drivers are on inferior health and pension schedules.

The competing unionized truckload carriers such as Schneider and B&L have much better contracts. This giveaway could hurt those union brothers as well, if it goes into effect.

The employees' exercise of their free speech rights in fighting the contract has Subler management literally freaked out. They have committed such blatantly illegal unfair labor practices as banning rank and file union literature from the property and threatening to discipline anyone who speaks out.

The company is particularly upset by the drivers' use of profit figures from Dun & Bradstreet's trucking analysis. TDU has filed charges with the National Labor Relations Board to put a halt to these attacks.

You might be asking yourself why this rotten deal could even be attempted. Look at it this way. Local 79 in Tampa, Florida, "represents" every Subler driver from Pennsylvania to Georgia to Texas, although there are only five drivers domiciled in Local 79's area! The officials get well over $100,000 a year in dues from this lucrative set-up, without doing much in return because most of the drivers are hundreds of miles away.

This mess is what the drivers at Subler, along with TDU, plan to change. So that Subler drivers will get the representation they deserve.

Victories in Bylaws Fight

Recent months have seen some important changes won in local bylaws in areas where TDU is active. There have also been some important near misses. Here's a brief round-up:

• **Cleveland Local 407.** On May 23, Local 407 changed its bylaws to require the election of stewards every two years. The vote was 189-50. Cleveland TDU has been working for this change for six years.

This change fulfilled a campaign promise of the slate which unseated the Jackie Presser-backed incumbents in last winter's election. These were Sam Theodus, Joe DiMaria, Bob Wenger and Pete Savage.

"This will create a stewards system that is responsible to the membership," said TDUer Mike Friedman.

• **Des Moines Local 147** also moved for elected stewards earlier this year. The bylaws change had been introduced twice previously by the Des Moines TDU Chapter. In the recent election, 147 Pres. Vern Bennett promised he would back this change, in large part because of TDU's strength in Local 147.

This time the change was introduced by the Local 147 Executive Board and passed unanimously by the membership meeting.

• In **Watsonville, Cal. Local 912,** the TDU chapter campaigned for the right to elect rank and file members to their negotiating committee. The officers fought the change tooth and nail.

When the vote was held on March 23, the vote was 247-150 to back the reform, a few votes shy of the needed 2/3 majority. But despite the defeat, more members became active and aware of how our union works.

• Other TDU Chapters which ran by-laws campaigns included **Milwaukee Local 200; Rock Island, Ill. Local 371,** and **Detroit Local 247.** These efforts were unfortunately defeated.

Freight Teamsters Info Needed

Freight Teamsters Info Needed. Are there freight carriers in your area where members received national ballots, yet are not working under the NMFA now?

If so, TDU's attorneys would like to hear from you. Please provide info to the TDU office at: Box 10128, Detroit MI 48210. Phone: (313) 842-2600.

JOIN TDU!

Name_____ Local Union #_____

Address_____

City_____ State/Prov._____ Zip_____

Phone_____ Company_____

City☐ Road☐ Dock☐ Clerical☐ Warehouse☐
Construction☐ Production☐ Other_____

☐ $20 membership fee—for one year's membership & subscription to **CONVOY DISPATCH.**

☐ $25 optional membership fee. ($5 of this shall be rebated to the local chapter.)

☐ $10 annual dues for spouses, retirees, and Teamsters who gross less than $10,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials)